



DEPARTMENT OF THE AIR FORCE  
HEADQUARTERS UNITED STATES AIR FORCE  
WASHINGTON DC

27 FEB 1998

MEMORANDUM FOR ALL MAJCOM XPMs  
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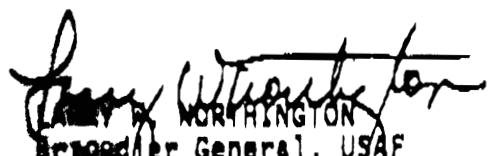
FROM: HQ USAF/XR  
1070 Air Force Pentagon  
Washington DC 20330-1070

SUBJECT: Interim Policy on Changes to Air Force Manpower Standards (AFMS)

LAW the FY00-05 Annual Planning and Programming Guidance (APPG), all functions must partner with AFCQMI (or MAJCOM QMIS/F for command-unique functions) to reengineer their processes and conduct a zero-based review of requirements versus resources. Therefore, effective Jan 98 no changes to manpower standards or variances will be considered until functional processes are first certified by AFCQMI (or by MAJCOM QMIS/F for command-unique functions) and approved by the Air Force Corporate Structure as reengineered and fully funded. Based on the APPG, all current manpower determinants will be rescinded effective FY03 unless they have been certified by this process.

In the interim, current manpower standards remain in effect. Air Force-wide changes to manpower allocations proposed by functional areas will not be considered without completion of the reengineering process, except on an emergency basis as approved by the Air Force Corporate Structure. All other adjustments to a function's manpower allocation, including numbers of positions, officer/enlisted/civilian mix, or grades will be worked within MAJCOM ceilings. These interim adjustments to manpower allocations will be superseded by revised AFMSs once the reengineering process is complete.

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